

CONFIDENTIAL

PER-14

FBIS 1450-88
16 May 1988

MEMORANDUM FOR: Director of Personnel

FROM:

Chief, Administrative Staff, FBIS

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SUBJECT: Hiring U.S. Citizens

1. Paragraph four contains a proposal for your approval.

2. Foreign Broadcast Information Service (FBIS) hires foreign nationals as employees with staff-like benefits to work at our overseas bureaus. The initial security and medical clearances for these employees are granted by the local embassy. This permits us to hire some of these employees, especially secretaries, quite rapidly since they may be on the embassy's hiring list, cleared and waiting for a job to become available. We then obtain additional security and medical approvals from the Offices of Security and Medical Services.

3. The bureaus' secretary and admin assistant duties can be performed by either foreign nationals or U.S. citizens. There are no classified duties in these positions when they are filled by foreign nationals. Recently, in Amman, Jordan, the bureau advised the embassy that we had a vacancy for a secretary. The embassy replied that there were no foreign nationals available but there was an embassy dependent, the wife of a Foreign Service Officer, who had State security and medical clearances to work. Since current Agency procedures require that we get prior Headquarters security and medical approval before hiring any U.S. citizens, we had to delay her employment. Thus, in cases such as Amman, we find we can put foreign nationals to work immediately while U.S. citizens must wait for Headquarters approval before they can be assigned the same unclassified duties. This situation did not go unnoticed and the individual involved threatened to write to her Congressman because of what she perceived to be unfair treatment of U.S. citizens.

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4. We request that FBIS be permitted to employ U.S. citizens with State Department clearances when they are to perform the same unclassified duties as foreign nationals and have no access to classified information. These employees would be hired by the embassy with the Agency reimbursing the State Department for salary and Social Security contributions. This will permit the bureau to use the employee while the request for an Agency Secret - External security clearance is being processed. Once the Agency's security and medical clearances are granted we will convert the individual to either a regular schedule or intermittent contract employee.



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APPROVED:

Director of Personnel

Date

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